

KUDOS and CONGRATS



To Captain Kathy Hoard, Dir MCB Pendleton CVIC, on her selection for promotion to Major.



To CWO5 Andy Sanchez, OIC Miramar CVIC, on his 3 Feb promotion.



To our new Warrant Officers on their 3 Feb appointments.

- WO Glen Lollar-prior 4621/41/71 (Syracuse Grad)
- WO Sean Hays-prior 0341/4641/71
- WO Anthony Lopez-prior 4611/71 (Syracuse Grad)

These officers will attend initial training at the Warrant Officer Basic Course, follow on training at the Visual Information Officers Course and then report to their first duty stations this summer. WO Lollar will assume the duties as the VIM OccFld Specialist, WO Hays will become the CVIC OIC at MCRD Parris Island and WO Lopez will assume the CVIC Director billet at MCB Camp Pendleton.



To Master Sergeant Mattocks on his selection for promotion to Master Gunnery Sergeant.

Master Sergeant Mattocks recently reported to VIM and has assumed the duties of the Enlisted OccFld Specialist.



To Sgt Judy M. Carter for taking the MCB Hawaii/MCAF Fleet Meritorious **Staff Sergeant** board. Her package is being forwarded to MarForPac to compete in the final board.



From the Desk of the Occfld Sponsor Major Jerome Core

ALCON. Put your thick skin on and don't take this personal. In speaking with one voice, clarity of the issue is warranted.

There is a perception by some that MarCorSysCom Visual Information Systems (VIS) is "attempting to control" the occfld. I am not sure what this perception is based on or how this came about, however, in order to address and belay this perception I have provided historical background, and my rational and Commanders intent to clarify the issue. Although this perception may be held by a few.....perception is reality!

Let me state that this perception is skewed. As a pillar in the Marine Corps DOTMLPF process, MCSC is the procurement agency for the entire Marine Corps. Their charter is to handle all acquisitions to include R&D, Fielding, R&R and lifecycle management, just to name a few

Background: Over the past 20 plus years, MCSC has had hands on control and management oversight of our equipment procurements. The dollars were embedded within the procurement agency (MCSC) and handled by an accountant within MCSC. VIM would provide guidance via the Planning Summary (personality driven until a few years ago) and determine where the funds were spent. Bottom line..there has always been a relationship between MCSC and VIM concerning equipment acquisition, not always to our benefit, but it existed, always has and always will, thus the reengineering effort to take control of our destiny..

One of our "goals" in the reengineering plan was to place us "institutionally in the Marine Corps Combat Development Systems wire." In order to achieve this, we placed a hard line officer billet within Requirements and MCSC. The mission is to centrally manage our procurements and fight for dollars in the POM process. 20 years of lessons has taught us that "WE" cannot achieve this outside the wire.

The spin-off of these goals is the resources to fund brainstorming groups associated with development of our requirements. This simple strategy has already overwhelmingly benefited the occfld and more importantly, the Marine Corps. Initiatives to acquire equipment such as TIPS and the MILCON funding resolutions all grew out of being "in the wire."

That being said, let me address some of the comments that I have heard:

Why is MCSC / VIS sponsoring the conferences?

The conferences were being "hosted" THIS YEAR by MCSC for two significant reasons...

Funding: The world situation has dictated immediate input on systems that affect our ComCam forces beginning in response to 911. The intent is to, in the most expeditious manner, coordinate the required conferences that are tailored to provide immediate feedback on these issues. Thus, last FY, MCSC funded and hosted a ComCam Conference. The outcome was the further development and transition of the CCIS into the evolving TIPS systems being fielded as we speak. This asset would not have been designed, nor ready to build and field as "go to war equipment" on such short notice, 2 months vice years, to meet the OpFors 80% solution rule had it not been for this conference.

This year's planned ComCam Conference was to further develop the TIPS design, and to discuss and further develop and "firm up" a concept of operations. Unfortunately, time ran out on the conference due to world events.

Development of Central Management: To get a handle on true central management of equipment procurement, lifecycle management, 06 POM processes, DOTMLPF, (Doctrine, Operations, Training, Materials, Logistics, Personnel and Facilities), our deficiencies and Concept of Operations. MCSC offered to *host and fund* this years VI conference. If you all recall, at the VI Conference last FY we concurred with the offer and determined that the most efficient means of bringing all into the "loop" was through the VI Conference, thus funding assistance and the use of the facilitator under the MCSC umbrella provided MCSC as the "Host." Then and now the focus of effort remains the same with the exception of effort # 1 and #2 below:

#1...First, the location (Corona Ca.) was chosen to provide all a bird's eye view of the TIPS that was designed based on ComCamOs requirements;

#2 Second, to provide a facilitator for a consolidated VI Strat Plan working group that allows participation by all VIOs and Chiefs.

#3 Third, during a VI Strat Plan working group breakout, VIOs would develop mission statements for all VI activities respectively. This requirement is critical as we prepare to develop a funding strategy for garrison CVICs.

The annual VI, ComCam, and Chief's Conferences will continue to be "sponsored" by CG TECOM. Who hosts it is dependent on the situation and focus of effort. These conferences belong to the VI community.

In closure to this perception, I provide this for thought...*MCSC / VIS*, as a key stakeholder in the Marine Corps' DOTMLPF philosophy, *is one of seven stakes...!*

Image and Caption of the Month

Beginning with this issue each month the Marine Corps Imagery Management Unit (MCIMU) will choose a photo and caption of the month to be published in the VI Flash and on the Visual Information Web page. Any image properly submitted to the MCIMU will be considered. The image will be chosen from all submitted imagery from the previous month. The photo will be chosen for the quality and, and if not more importantly, by the quality of caption submitted with it. The caption must have the "who, what, where, when and why's", a correct VIRIN and be "released". If you have any questions, you can contact Sgt Davis at (703) 784-2963 (DSN 278) or via email at daviste@tecom.usmc.mil.



021022-M-1103B-180

9:23am - First Platoon cautiously rounds a bend in the small stream they have been following. "Enemy" personnel have been spotted up ahead. Contact is likely. The Marines of 2nd Battalion, 3D Marine Regiment, based in Kaneohe Bay, Hawaii, are completing three weeks of training at the Jungle Warfare Training Center in Okinawa, Japan. Official USMC Photo by Sgt Benn Barr (Released)

NEWS FROM THE FLEET

First Marine Artist Enlisted to Paint Uniform Plate by Capt. Chad Walton

VIM Note: Sgt Carrillo's plate made the cover of the January issue of the Gazette. The entire 46 community benefits from the exposure as a direct result of Sgt Carrillo's talents and efforts. **THANKS Sgt Carrillo**

MARINE CORPS BASE QUANTICO, Va. — Sgt. John Carrillo, Marine Corps Recruit Depot, San Diego, was one of many Marines who sent in his work, hoping to be chosen as the artist who would paint the next entry into Marine uniform history.



Uniform plates, named for the old style of printing used in the 1800s, have long been a historical record of the uniforms that Marines have worn through the years. The plates, or paintings, depict Marines wearing differing variants of utility, service and dress uniforms.

"I am excited about the project, because historians will look back and use this painting to see how the uniform was worn," said Carrillo. "Our figures were all Marines that people will recognize years from now."

The idea to create a new plate began several years ago.

"During the new utility uniform survey, Marines noticed that we had posted the uniform plates on our website, which is when a flood of inquiries poured in asking how Marines could find them," said Capt. Dan Dukes, secretary-recorder for the Marine Corps Uniform Board.

"I looked into the process for obtaining more plate prints and at the same time Marines began asking if we were going to do a new plate for the new combat utility uniform. When we determined that there was no more stock of all the plate prints from the 1983 series, we thought that it might be time for another plate."

In order to unveil the new uniform plate on this year's Marine Corps Birthday, Carrillo had a very compressed schedule to meet. After arriving from California, Carrillo had one week for figure sketches and then began 30 days of painting.

When the previous artist produced the 1983 series, the production schedule was twice as long as the short period Carrillo had to complete the new plate.

"This is the biggest project I have ever been involved with," said Carrillo. "I am very

proud to be the first enlisted artist to paint a uniform plate in the 143 years since the Corps began producing uniform plates."

4691

VI CHIEFS' CORNER

4691



030131- Annual VI Chief's conference at MCAS Miramar, where VI Chiefs from around the Marine Corps met to discuss future plans, technology, and structure for the 2005 re-engineering. USMC Photo by LCpl Chance W. Haworth.

Greeting Marines,

To expand on the content of the VI Chief's conference, I would like to share some of our initiatives. First of all, we are concerned with the knowledge base of all VI Marines.

1.) Topic: GySgt 4691s

Discussion: With the Gunnery Sergeants receiving a new MOS designator of 4691, it encourages learning of 4611, 4612, 4641, and 4671 technology and skill sets sooner. During the conference we discussed the addition of 34 more 4691s. Our suggestion was to make the Gunnery Sergeants, Operations Chiefs 4681s, as not to impact or degrade our 4691 billets. Additionally, we believe the Gunnery Sergeants need training and education.

Recommendation: Submit a request to Training Command that the MOS manual designate 4681 as feeder MOS for all GySgts as Operations Chiefs.

2.) Topic: VI Chiefs Course

Discussion: Collectively, we believe with the transformation that all GySgts be designated as Operations Chiefs, 4681s require formal training. Unfortunately, it would take years of curriculum development, and if you have followed the development of the Visual Information Officers course (VIOC) you will see how difficult it is to develop. Also, we must focus and consider why a VI Chief's course is needed? The VIOC will train and educate SNCOs to lead and manage CVICs, as the key decision maker. Additionally, it will support the VI community with SNCO knowledge of operating Combat Camera units and enhance CVICs to their full capabilities. The first phase (FY03) of the VIOC should train those VI Chiefs along with our Warrant Officers. The second phase (FY04) of the VIOC should train those GySgts that possess potential for increased responsibility. The third phase (FY05) of VIOC will begin to afford the opportunity to GySgts and SSgts with 2 years in grade to attend.

Recommendation: Cease the development of a VI Chiefs course and have our SNCOs attend the Visual Information Officers course (VIOC), May 03. Have GySgts attend the (VIOC) before they are selected to manage a CVIC. We expanded on this and recommended that eventually all SSgts with (2) years in grade attend the VIOC as a future plan to educate our community. Date: 030701. MSgt Mattocks is the Project Officer tasked to coordinate with CWO3 Sanders, collecting student comments, monitor the course (May 03), and make recommendations to the VI Officers and VI Chiefs. Note: This course may not meet our Combat Camera knowledge and training requirement.

3.) Topic: Reinstitution of Annual IG Automated Inspection Reporting System (AIRS) Checklist.

Discussion: Collectively, we see a real benefit from this program. First of all, we can formalize and standardize operations within all CVICs. Just because we are unique doesn't mean we shouldn't possess the knowledge or capabilities required. Secondly, we would aid commanders in identifying deficiencies with the IGs endorsement. Additionally, with this mission we would be designated as IG staff members, which receives allocated funding. Lastly, we see IG inspections as two fold, on one hand we identify deficiencies (equipment, facilities, personnel, etc.), and on the other hand we assist the VI community with knowledge and training during the visit.

Recommendation: Head, Visual Information Management concur with this proposal and submit request to IG for VI Functional Area inspections. Date: 030601. MSgt Sawyer is the Project Officer tasked with collectively generating an AIRS checklist to submit to Major Core.

4.) Topic: Global sourcing

Discussion: Currently, we have a Table of Organization (T/O) from 1980, when our mission was quite different. We are not structured for how the Corps has evolved, nor have we adjusted to today's technology. Re-engineering (FY05) will fix most, but not all of our deficiencies. By DOD and MCO, we are required to capture, transmit, and document operational and combatant imagery, more importantly, we need to execute based on what is going on now! And because we do not have enough VI Marines in deployable billets, we solicit garrison Marines from bases and stations for the opportunity to be augmented. The problem associated with this process is:

1.) Tasking authority— Tasking authority is at the command elements of CINCPAC, MARFORs, MEF, Historical and Museum Division (HD) etc... We currently do not have any VI Officers in place to advise commanders of our capabilities or where our VI Marines are located. Reengineering will help!

2.) Equipment— Because the majority of deployable VI Marines are in Division, there are no VI Marines to capture, transmit, and document MARFORs, MEFs, FSSGs, and HD command elements. We (VI community) encourage our VI Marines at garrison commands to participate as augments. Realizing, the units requesting the augmentation of VI Marines do not have ComCam deployable equipment, thus we ask garrison commands to provide equipment with their VI Marines. This goes against the local commanders wishes, because they have purchased the equipment with their local commander's funding.

Recommendation: Request all CVICs prepare augmentation Marines with equipment individually. This way, when they are consolidated as an augmentation team, they can fulfill their mission. At the same time, maintain your local commander's wishes... Communicate with each other to comprise a standby list of personnel and equipment for deployment at all times with VIM. Once personnel are in place for reengineering, we will be better positioned to acquire their Table of Equipment (T/E). Date: 030501. MSgt Roberts is the Project Officer tasked to coordinate and draft uniformity within the VI Community for augmentation of personnel and equipment and submit proposal to the VI Officers and VI Chiefs. Note: We should consider having (G-1) from the local command at our Annual VI conference to explain Naval Messaging and tasking.

5.) Topic: Future of Reproduction

Discussion: Reproduction has been merged into the 4600 MOS since 1995 and has become quite an asset to the VI community. The 4612s of today have mastery of Adobe Photoshop, Illustrator, Page maker, PhotoGrid, ABDick press and Xerox equipment. Garrison printing is, and always will be scrutinized by civilian programs (ABC or A76). However, once a conflict evolves to war, where thousands of service members are on foreign soil and the projected duration exceeds 60 days—there is no substitute for Repro! When the time comes we must have doctrine that educates and formalizes procedures. The Mobile Photographic Labs (MPLs) are large and heavy and should be with a unit that can support the movement of them. (FSSGs)

Recommendation: Recommend that our large format printing and mass-printing requirement be addressed at the MEF level, for management and tasking within the FSSG. Hence, we recommend that the reproduction vans be restructured under FSSGs allowing a task organized capability within a MAGTF element, and aligning the Division ComCam's as a smaller footprint. Date: TBA. CWO4 Golwitzer, SSgt Maynard, and SSgt Frank conference with GySgt Vickers, GySgt Deluca, and SSgt Hamilton to evaluate the Tactical Imagery Production Systems (TIPS) and recommend a course of action as it pertains to reengineering. Date: 030501. SSgt Hamilton is the Project Officer tasked to coordinate and draft 4612s recommendation concerning the proposed future of reproduction to the VI Officers and VI Chiefs.

6.) Topic: VI Job Orders Data Base (Microsoft Access)

Discussion: Realizing that 50% of the VI Community is not properly utilizing the Job Data Base provided last FY, we as managers are missing the management capabilities it provides. The database provides and validates standardized reporting processes for consumables, expenditures, monthly usage data, budgeting data, and man-hours, etc. One of the immediate shortcomings of the database is that it does not include reproduction impressions, consumables, or man-hours thus, the need to fine-tune the database to ensure it is maximized by all CVICs collectively. The database, once utilized will be a great tool for Visual Information Management, and IG Inspections. This information can be helpful to the Head, Visual Information Management to fight for dollars, personnel, and equipment. Additionally, this information is vital when A76 studies are conducted.

Recommendation: Review, modify, and update the current Job Order Data Base. Date: 030501. GySgt Gutierrez is the Project Officer tasked to coordinate with WO Hays (Original Designer) and VI community, and then provide an updated version to the VI Officers and VI Chiefs.

7.) Topic: Requirement from formal school is expanding

Discussion: The approval of reengineering transitions garrison billets from 75% to 50% staffing. At the same time, the VI community will shift those Marines to the operating forces. Therefore, reengineering allowed us to balance our staffing to 50%/50%. Thus increasing our billets in operating forces by 25% with a 0% sum gain in the VI personnel. We believe the future holds three pillars. Our first pillar is operating forces and combat camera, our second pillar is training CVICs, and garrison CVICs make our third pillar, this model meets DOD and CMC directed Title 10 (X) requirements. The philosophy is "if we are not in war, we are training for it". This was difficult to accept, because the old Corps Marines that served during the Training and Audio Visual Support Center, (TAVSC) days had finally accepted the fact that the "T" in Training no longer existed to the community. However, the requirement for training commands is expanding, And as the old saying goes, "If you're not in battle, you should be training for it." Also, we must remember the Corps is built on the 99% training rule and 1% combat rule. We believe the requirements in the operating forces will increase as well, as soon as Marines and their Commanders identify our full capabilities. Especially, with

the hard chargers we have today! They know the importance of capturing, transmitting, and documenting.

MCCSSS is new and very unique, and provides the latest interactive CD which empowers instructors to teach at a higher level, their students to learn with increased retention, and refreshment of their knowledge and skills beyond their MOS producing schools. We believe it needs to be monitored, as it will grow.... All billets will not be VI Marines, some civilian Marines will grow as well. Specifically, in management— Camp Johnson, has grown (9) Marine billets. Other School commands will be similar, however, due to the initiatives of Camp Johnson in realizing the requirement for VI and standing up the IMC, like school commands have began similar initiatives.

Recommendation: We request that the VI leadership monitor and assist formal school commands concerning future structure. Design procedures that educate and advise formal school commands on staffing with specific skill sets. For example, it takes 3 years to grow Marines with an approved T/O request, and any Marines received prior to that 36 months is an overstaff. Date: 030701. GySgt Butler is the Project Officer tasked to coordinate with MSgt Mattocks and VI community, and then provide template in chronological order, of the procedures formal school commands should use to request support. Prior to the draft date, 030701, ensure the process is reviewed by the VI Officers and VI Chiefs community.

Notes from the Occfld 46 Specialist

Capt Roger Smith

OPTEMPO

This issue of the Flash finds most of our activities feverishly working deployment or support issues. Almost every base and station has played some role in supporting the combat camera mission. The air stations have dealt with issues of "defapping" Wing personnel that includes "who takes up the slack" and "what about camera gear". The Quantico CVIC is simultaneously supporting the Enduring Freedom Combat Assessment (EFCAT) efforts and the HQMC Historical Division (HD) with combat camera personnel and documentation support. San Diego is also supporting the HD mission by providing a Combat Artist. I know that MCB Campen, Yuma and 29 Palms have also offered support, as I am sure many others have.

How do I get back in to help with OEF?

If you are contacted by Marines that have retired or separated and wish to offer their services once again, please have them access the mobilization request form at <https://www.mol.usmc.mil/System/TFAS/Login.asp>

Their services can be used to augment the combat camera units, support external taskers, or back fill vacancies at the base and stations.

33rd Commandant of the Marine Corps Guidance

The new CMC guidance pub can be accessed at the following hyperlink.

Info From the Enlisted Occfld 46 Specialist

Master Sergeant Mattocks



Greetings VI Marines

The term "Your Corps" is exactly what it is! Your Corps!

I'm here to serve the VI community!
Here's this months Scoop!

1. Manage your careers!
2. Ask questions, and seek advice from your SNCOs and Officers.
3. Get connected! Stay in contact with your VI Community, "once a Marine, always a Marine!"

I have visited the following East Coast CVICs:

MCB, Quantico, MCB, Camp Lejeune, 2nd Marine Division, Camp Johnson, MCAS New River, MCAS Cherry Point, MCAS Beaufort, MCRD Parris Island, Marine Corps Institute, Navy Yard, HQMC, Navy Annex, VA

Also independent VI billets:

Instructors and staff of DINFOS, Ft Meade, MD and NGIS, Ft Belvoir, VA

Sgt Paul & Sgt O'Brien 4641, Commandant's photographer, Pentagon

Sgt Greeson 4641, Joint Combat Camera Center, Pentagon

Sgt Smith 4611, Marine Corps Historical Museum Division, Navy Yard, DC

Sgt Jensen, 4611, Marine Corps Recruiting Command, Quantico,

LCpls Cowan and Cpl Dimmer 4611s, (Responsible for Sea Basing CD) Future Plans Division, Quantico

Sgt Oestereich 4671, LCpl Rubel 4611, HQMC, Plans & Policies, and Operations

GySgt Newman, 4671, White House Communications, Washington, DC

On the West Coast: MAGTFTC 29 Palms, MCAS Yuma, MCRD San Diego, CA, MCAS Miramar, MCB, Camp Pendleton, and 1st Marine Division.

These visits have allowed me to address VI Marines and explain the future of our Occfld, evaluate facilities, equipment, personnel, and screen candidates for independent duty. I plan to visit the remaining 1/3 of the Corps: MarForRes, MCAS Iwakuni, 3rd MarDiv, Okinawa, MarForPac and MCB, Hawaii the first week in March 03. I mention these duty stations to remind Marines of the duty stations they have to select from. In fact, there is one independent duty I have not mentioned, MCC MD5, is Joint duty at the Central Identification Laboratory, Hawaii (CILHI).

Our monitor, MSgt Taylor, has given me some MMEA guidance:

1. Referencing MarAdmin 007/03-Para 2. Action A.) Any orders effective after 15 Feb-15 May, are no longer executable under Stop Loss/Stop Move. If your CG approves your EAS or retirement, there is no requirement to replace that Marine.
2. As a VI community we did not execute our percentage of special assignments (DI, Recruiting, MSG). Expect several Marines to receive orders and execute during FY03, which is not impacted at all by stop loss/ stop move. Lastly, be proactive in your careers, select assignments before they select you!

Make Contact With Your Monitor submitted by MSgt Weatherington



Your Enlisted Occupational Field 46 Specialist assists the Monitor by acting as the eyes in the sky of the 4600 community. Marine On Line has a tools link, which can afford you an opportunity to personally contact your monitor to request possible future assignments

The "Monitor Contact" (MASS) page, <https://apps.mol.usmc.mil/Secure/MASS/MarineContact.asp> allows users "of all ranks" to keep in touch with their monitor at their convenience and is a component of the Monitor Assignment Support System (MASS). This is a web-based tool, which affords you a chance to provide data to your monitor that will assist him in determining your future assignment. Yes, greater needs of the Marine Corps will always be a factor. That is primarily why we are where we are.

Total Force Administration portal initiative, Marine On Line (MOL), sustains the Marine Corps as a community by empowering Marines. Through this medium, you can

access personal records data, review records for accuracy, or submit a request for corrections, updates, and inform the monitor of your desired future assignments.

Monitors are responsible for directing and managing the assignment of enlisted personnel to all Monitor Command Codes (MCC) in accordance with current staffing goals, assigning personnel within the National Capital Area, approving all lateral moves, and directing personnel to perform B-billet assignments.

This tool is important for you to use, even during the activation of our current stop move/loss period. As a matter of fact, this is the prime time to use the tool to get your duty station preference on record. Last, consider this tool an opportunity to take control of your future assignment and manage your career by contacting your monitor. As always, keep your Occupational Field 46 specialist in the loop.